WARRIORS & QUIET WATERS • est. 2007 •

Chief Development Officer

Bozeman, Montana

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Empowering Post-9/11 Combat Veterans to Thrive

Warriors & Quiet Waters' Built for More program is a nine-month, science-backed journey that empowers post-9/11 combat veterans to thrive. Not survive. Thrive. Through peak experiences in nature and evidence-based programming, veterans complete BFM with their sense of purpose tripled, their community connection doubled, their stress cut in half, and their resilience dramatically strengthened. They return to their communities as leaders. And we measure all of it, through a long-term evaluation partnership with Syracuse University.

Mission, Vision, & Values

MISSION

Warriors & Quiet Waters empowers post-9/11 combat veterans and their loved ones to thrive and live purpose-driven lives through peak experiences in nature and evidence-based programs that foster growth, discovery, connection, and community.

VISION

To unleash thriving veterans who Make America Stronger and inspire future generations to serve.

VALUES

Warriors First, Always: Our commitment to those we serve.

Teamwork: We are interdependent; we rely on each other to achieve a common mission greater than ourselves.

Integrity: The foundation of our decision-making and actions.

Trust: The foundation of the relationships that make our work possible.

Nature: Our essential tool to enable growth, purpose, resiliency, and well-being.

Growth Mindset: That enables our relentless and never-ending pursuit of excellence.

Culture of Philanthropy: A conviction that generosity and fundraising are critical to organizational health and that everyone has a role in the process.

The Opportunity

Warriors & Quiet Waters Seeks Growth-Oriented Development Leader

The Chief Development Officer (CDO) is accountable for enabling Warriors & Quiet Waters to achieve its mission by leading the execution of WQW's five-year Development Strategy, growing annual fundraising revenue from $4.086M to $7.147M by 2030 to double the number of post-9/11 combat veterans and their loved ones WQW serves annually. The CDO reports directly to the CEO and serves as a key member of WQW's senior leadership team.

The CDO leads a fully staffed development team organized across four lines of effort: Contributions (Major and Transformational Gifts, Annual Fund, and Corporate Giving), Hosted Events, Grants and Public Funding. In addition to leading the team, the CDO carries a personal portfolio of major donors, partners closely with the CEO on transformational donor engagement, and serves as co-lead with the Director of Development for Major Gifts in coordinating WQW's National Advisory Board (NAB).

As a key member of WQW's Executive Leadership Team, the CDO contributes to organizational strategic planning, translates strategy into integrated annual and tactical plans, and plays an active role in shaping organizational climate and developing subordinate leaders. The CDO is a leader first. The title describes what the CDO manages. It is not who the CDO is.

Key Responsibilities

Lead the Culture by modeling the WQW Way, coaching, teaching, and mentoring teammates to serve and lead in accordance with WQW's organizational values.

Lead the Development Team and plan, lead, and manage execution of the organizational development strategy to accomplish development objectives that support the organization's strategic plan and annual organizational priorities. Key focus areas of this role include:

- Execute WQW's five-year Development Strategy, translating it into integrated annual and tactical plans across all four lines of effort: Contributions, Corporate Giving, Hosted Events, and Grants.
- Secure financial support from individuals, foundations, corporations, businesses, and public funding sources to accomplish annual and strategic organizational objectives.
- Manage a personal portfolio of major donors. Develop and maintain trust-based, relationship-first donor relationships that move qualified prospects through the moves management process toward transformational giving.

Additional Responsibilities

- Build, expand, and sustain a major gifts pipeline that supports a compound annual growth rate of 15% in major gifts through 2030. Partner closely with the Director of Development for Major Gifts to develop pipeline infrastructure, CRM discipline, and moves management cadence across seven Montana markets and beyond.
- Ensure appropriate major donor cultivation and stewardship by the Board of Directors and National Advisory Board. Quarterback the deployment of the CEO and other senior leaders in donor engagement, preparing them fully for every interaction and protecting their time from activities that do not require their direct involvement.
- Lead and manage the Legacy of Honor Capital Campaign in coordination with the CEO, Campaign Committee, and development team. Ensure campaign strategy is integrated across all lines of effort and positioned for a successful public launch in conjunction with WQW's 20th anniversary in 2027.
- Ensure disciplined use of WQW's moves management system to move all active and prospective donors through the donor lifecycle annually. Ensure complete, accurate, and timely documentation of all moves management actions in Salesforce.
- Develop the annual Development budget and manage development expenses within approved budget authorities. Ensure timely, accurate, and complete reporting for all donations and grants requiring reporting.
- Continuously improve critical management and execution systems and processes for WQW's development activities that enable the team to operate with increasing independence, accountability, and speed.

Serve as co-lead with the Director of Development for Major Gifts in coordinating WQW's **National Advisory Board (NAB)**. Activate and steward NAB members as ambassadors, connectors, and philanthropic partners. Ensure the NAB is empowered and supported to accomplish its chartered objectives in alignment with the five-year Development Strategic Framework.

Integrate development team activities with all other WQW strategic lines of effort. The CDO serves as the development team interface with the full Executive Team. Key integration accountabilities include:

- **Working with the COO**: Support an integrated planning process for all cross-department planning efforts. Provide required inputs to financial reporting, budgeting, and annual organizational planning cycles. Ensure essential Human Resources requirements are met within established timelines.
- **Working with the Chief Program Officer**: Synchronize engagement with program partners and business supporters. Coordinate the placement of key donors as program volunteers. Ensure the development team has the program data, stories, and impact evidence required for donor communications, grant reporting, and major gift solicitations.
- **Working with the Chief Marketing Officer**: Ensure development and marketing strategies are integrated and mutually reinforcing. Provide strategic direction for donor-facing communications, event marketing, and campaign messaging. Identify compelling program stories that support marketing and communications efforts.
- **Working with the CEO and Executive Leadership Team**: Contribute to organizational strategic planning and quarterly and annual priority-setting. Lead and manage development-related tasks that contribute to WQW's strategic objectives and key results. Bring solutions, vetted thinking, and a point of view. Make decisions within delegated authority. Bring the CEO options, a recommendation, and a rationale when a decision exceeds it.

The Opportunity – Cont'd

The CDO is delegated the following decision-making authorities from the CEO:

- Formulation, coordination, and execution of development strategies, lines of effort, and tactics to achieve annual and multi-year fundraising objectives in accordance with the five-year Development Strategy.
- Formulation and implementation of development-related operating procedures, processes, and workflows. The CDO is expected to build systems that enable the development team to operate with increasing independence, speed, and accountability, and to continuously improve those systems without seeking CEO approval.
- Pursuit, cultivation, and stewardship of donor, corporate, and foundation relationships in accordance with the approved Development Strategic Framework and annual plans. The CDO does not require CEO approval for individual relationship decisions, solicitation strategies, or cultivation actions within the framework. The CDO is expected to keep the CEO informed of significant relationship developments and to deploy the CEO strategically in donor engagement, identification and prioritization of key donors for placement as program volunteers.
- Tactical execution decisions on campaigns, solicitations, events, and donor communications within the approved annual plan and budget. The CDO is expected to act with speed and decisiveness on tactical matters and to inform the CEO of significant actions rather than seek pre-approval.
- Hiring, performance management, and personnel decisions for members of the development team, in coordination with the COO for actions governed by WQW's HR policies and procedures. For Director-level hiring decisions, the CDO leads the search process and presents a recommendation to the CEO. The CEO retains final hiring authority at the Director level and above. Termination decisions at any level within the development team require CEO approval. The CDO is expected to identify performance issues, manage performance with appropriate documentation, and bring a recommendation and supporting rationale to the CEO when termination is warranted.
- Budget execution within the allocated development budget. Variances exceeding 10% of a budgeted line item require the CDO to first identify reallocation opportunities within the development budget. Reallocation requires coordination with the CEO, COO, and Finance Director. If reallocation is not possible, the CDO will request authority to exceed budget allocations from the CEO.
- Identification and prioritization of key donors for placement as program volunteers.
- Donor assignment to portfolio owners within the development team.
- Directing the priorities and work of contracted fundraising personnel, as applicable.

The Candidate

Required Experience and Qualifications

- Outstanding accomplishments executing multi-channel resource development strategy.
- Deep understanding of and experience in donor moves management.
- Demonstrated experience, success, and progressive responsibility in fundraising with a minimum of eight years of major gifts experience with corporate, foundation, and individual donors; demonstrated success in managing a portfolio, soliciting, and closing major gifts.
- Proven successful capital campaign management and implementation experience.
- Exceptional planning skills; goal, results and detail-oriented with the ability to set and meet deadlines.
- Excellent communication skills, both written and oral; ability to influence and engage a wide range of donors and key stakeholders and build long-term relationships.
- Proficiency in CRM database management, wealth screening tools, Microsoft Office Suite, and other computer skills, as required.
- Bachelor's degree.
- In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.
- Valid driver's license.

Preferred Skills and Competencies

- Experience with Salesforce and iWave.
- CFRE certification or other professional credential.
- Familiarity with U.S. military culture and combat veterans.
- Comfort navigating uneven terrain and experiencing the outdoors in the company of others.

Applications accepted online:
https://driwaterstonehc.com/position/cdo-wqw

Salary Range: $ 150,000 – 175,000 annually
WQW offers a competitive compensation package, including benefits such as health, dental, vision, and life insurance, a Flexible Spending Account, 401K with match, bonus opportunities, and professional development opportunities.

Location: Primarily office-based with regular field work including donor engagement, events, and program support. Remote work is authorized when necessary. Position requires a minimum of one day of travel within Montana monthly, plus periodic out-of-state travel to key donor markets. The CDO is expected to be present at WQW's **Bozeman, Montana** office and Quiet Waters Ranch as organizational needs require.

Equal-Opportunity Employer: WQW is committed to equal employment opportunity. WQW shall abide by all laws pertaining to fair employment practices and to not discriminate against any employee or applicant for employment in a manner that violates the law and shall not discriminate on the basis of any status or characteristic that is protected under federal, state, or local law applicable at the time of decision. This policy governs all areas of employment, including hiring, promotion, job assignments, compensation administration and benefits, disciplinary action, and discharge. Reasonable accommodations will be available to all qualified disabled employees, upon request, so long as the potential accommodation does not create an undue hardship on WQW. Employees who believe that they may require an accommodation should notify DRiWaterstone in their application and/or cover letter.

DR*i*Waterstone has been exclusively retained for this engagement. All first-round interviews for this position will take place via video conference with DR*i*Waterstone.

About DR*i*Waterstone: DR*i*Waterstone is a boutique executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.

DRi Waterstone
HUMAN CAPITAL

DR*i*Waterstone is proud to lead this search.